



AMERICA'S ARMY:
THE STRENGTH OF THE NATION™

**Presentation
for the
Military Operations Research Society**

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Agenda

- **Diversity Definition**
- **Vision for Diversity**
- **Army Diversity Strategy**
- **Army Diversity Strategic Focus**

Army Definition of Diversity

The different attributes, experiences, and backgrounds of our Soldiers, Civilians, and Family members that further enhance our global capabilities and contribute to an adaptive, culturally astute Army.



Army Diversity Vision



The national leader in embracing the strengths of diverse people in an inclusive environment ...investing in and managing talent, valuing individuals, and developing culturally astute Soldiers and Civilians who enhance our communities and are prepared for the human dimension of leadership and global engagements.

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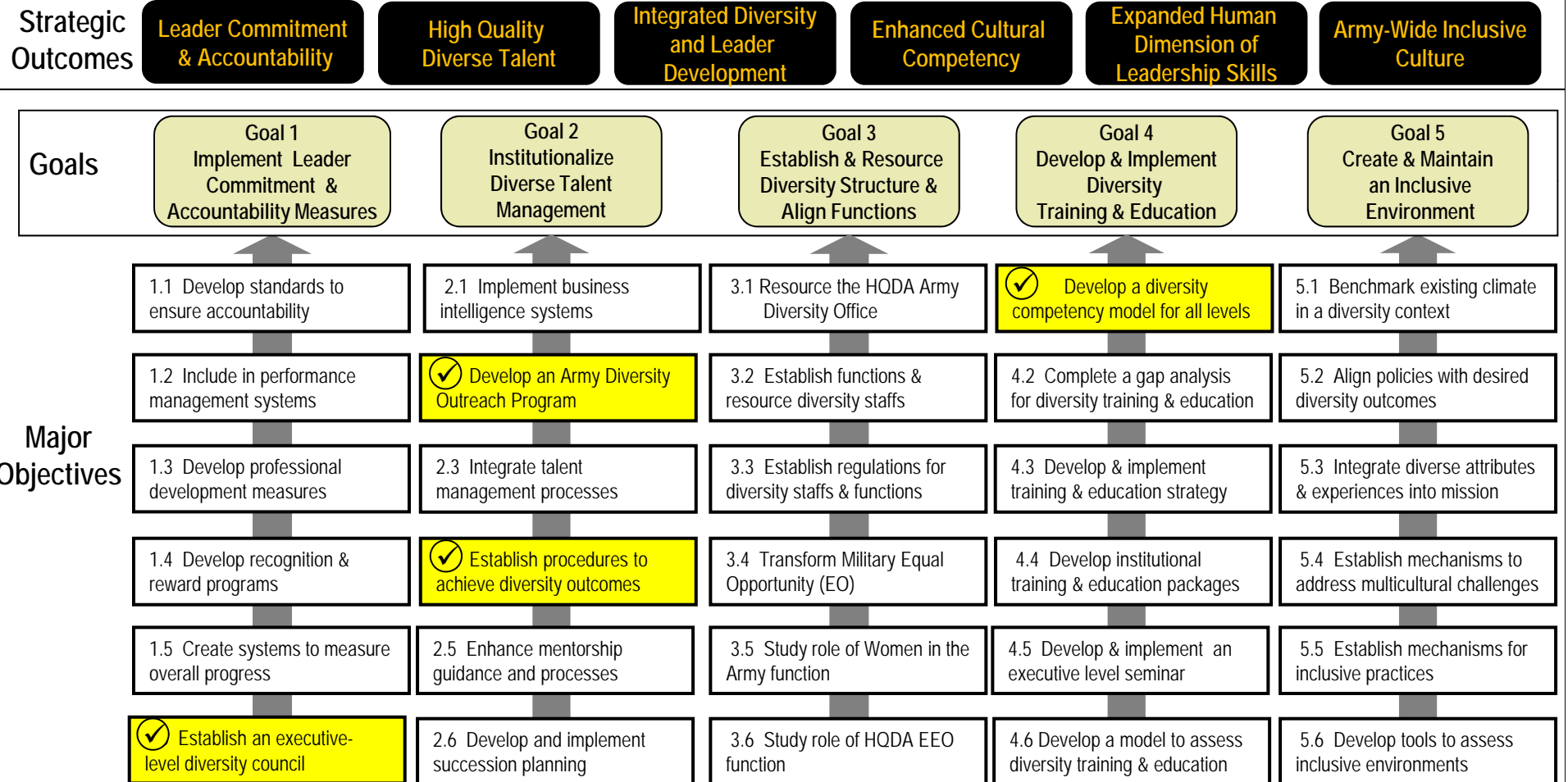
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Army Diversity Strategy Map

Diversity Mission: To develop and implement a strategy that contributes to mission readiness while transforming and sustaining the Army as a national leader in diversity.



Army Diversity Strategic Focus

GOALS

Implement Leader Commitment
& Accountability

Institutionalize Diverse
Talent Management

Establish & Resource
Diversity Structure & Align Functions

Develop & Implement
Diversity Training
& Education

Create & Maintain
an Inclusive Environment

STRATEGIC OUTCOMES

LEADERSHIP

- Leader commitment & accountability
- High quality diverse talent
- Integrated Diversity and Leader Development

MISSION EXECUTION

- Enhanced cultural competency
- Expanded Human Dimension of Leadership Skills
- Army-Wide Inclusive Culture

LINK TO MISSION



INEVITABILITY: Recruiting Talent = Recruiting Diversity

America's Talent Will Be Diverse



YOUR QUESTIONS?



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BACK-UPS



Army Diversity Office History

- **May 2003:** Commission on Officer Diversity (CODA) Study initiated
- **June 2005:** Army Diversity Office created in Army G1
- **November 2007:** Army Chief of Staff, General George Casey, announced creation of a Diversity Task Force
- **February 2008:** Secretary and Chief of Staff of the Army signed a Charter for the Army Diversity Task Force

MISSION: Conduct a holistic assessment of Army diversity efforts and make recommendations that ensure implementation of a world-class diversity program

- **July 2008:** ADO produced and published an Interim Report with four recommendations
- **November 2008:** SA/CSA directed transition of ADTF to a revitalized Army Diversity Office with direct reporting
- **April 2009:** SA/CSA/SMA sign an Army Policy Statement on Diversity
- **June 2009:** Final ADTF (Draft) Report submitted for staffing
- **August 2009:** Developed, coordinated and executed Senior Executive Diversity Awareness Training
- **November 2009:** Completed final draft of ADTF Final Report and ADO Concept Plan
- **January 2010:** ADO realigned under the Assistant Secretary of the Army, Manpower & Reserve Affairs